



DEPARTMENT OF THE NAVY

NAVY PERSONNEL COMMAND
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

1401
PERS-00
2 Nov 16

From: Commander, Navy Personnel Command
To: President, FY-18 Foreign Area Officer (FAO) Captain Major Milestone and Commander Milestone Screen Board

Subj: ORDER CONVENING THE FY-18 FOREIGN AREA OFFICER CAPTAIN MAJOR MILESTONE AND COMMANDER MILESTONE SCREEN BOARD

Ref: (a) FY-18 Administrative Selection Board Precept
(b) MILPERSMAN Article 1301-809

Encl: (1) Board Membership
(2) Administrative Support Staff

1. Date and Location

a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at Navy Personnel Command, Millington, TN, at 0800, November 9, 2016, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-18 Administrative Selection Board Precept, reference (a).

2. Function

a. The function of the board is to recommend Foreign Area Officers (FAO) for Captain (CAPT) Major Milestone and Commander (CDR) Milestone assignment within the FAO community. Officers eligible for their first look are Lieutenant Commanders (LCDR) with a date of rank in FY-13 and FY-12 who have not been previously considered. Officers eligible for the second look are CDRs and LCDRs who received their First Look at the FY-17 FAO CAPT Major Milestone and CDR Milestone Screen Board and were not selected.

b. To ensure that standards of performance are maintained, the board will also review the records of officers previously screened who have not yet reported to milestone billets by the

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subsequent to the last board that casts doubt in their ability to serve, shall be recommended for removal.

3. Board Authorized Selections. The Captain Major Milestone and Commander Milestone screen goals are based on the current percentage as set forth in ref (b).

a. The total numbers of candidates that may be recommended are listed below. For Commander Milestone, members should select the Best and Most Fully Qualified officers in accordance with reference (a) regardless of First or Second Look, but shall not exceed the total selection goal. The board may use quotas for second look selections for first look candidates and vice versa.

FAO Captain Major Milestone
Second Look: 16 Officers
Selection Goal: 3

FAO Commander Milestone
Second Look: 22 Officers
Selection Goal: 9
First Look: 25 Officers
Selection Goal: 5

b. The board may elect to designate up to two officers for Commander Milestone and up to two officers for Major Milestone as Qualified Insufficient Opportunity (QIO). Officers designated QIO will be considered eligible to serve in a milestone tour should the inventory of screened officers be insufficient for requirements prior to the subsequent screen board. QIO status will expire at the convening of the subsequent board. If designated QIO on their first look, officers will then be counted among the group of records eligible for screening on the second look.

4. Additional Guidance. The below information is provided to clarify community requirements and any specific needs, but in no way should replace the Best and Fully Qualified Standard of reference (a).

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a. Sustained superior performance in both the source and FAO communities and full qualification within the assigned Area Of Responsibility (AOR) are the cornerstones of success for all FAOs.

b. Full FAO qualification within the assigned AOR is awarded via the FA(X) Additional Qualification Designator (AQD) (represented by the FAO Q with corresponding regional abbreviation in the Officer Service Record (OSR)). The most competitive officers should be fully qualified, or have demonstrated aggressive progress towards achieving full qualification. X represented by a numeral, 1-5, designates the geographic area of specialty (1 = United States (U.S.) Central Command, 2 = U.S. Pacific Command, 3 = U.S. Southern Command, 4 = U.S. European Command, and 5 = U.S. Africa Command).

c. The optimal indicators of potential success in a CAPT Major Milestone or CDR Milestone assignment are superior performance in a FAO tour, full qualification within the assigned AOR and for CAPT Major Milestone, a successful CDR Milestone tour and awarded AQD FM2 (represented by MILESTONE COMPLETED in the OSR).

(1) The most competitive officers will have distinguished themselves by outstanding performance in previous assignments, to include assignments prior to redesignating as a FAO, and will have strong fitness report breakouts (to include soft breakouts) throughout their careers. These tours include assignments to major staffs, and in-country positions within the Defense Attaché Office or Security Assistance Office.

(2) It is expected that a LCDR eligible for milestone screening will also have completed at least one FAO community training module, either language training or graduate education, if such requirements had not been attained prior to lateral transfer into the FAO community. Most graduate education will be reflected as a graduate degree in an international engagement field of study (Foreign Affairs, International Relations, National Security Studies, or Global Leadership). However, officers who have received a Constructive Credit Waiver (CCW) from the Assistant Secretary of the Navy for Manpower and Reserve Affairs to satisfy the FAO Community requirement for a regionally focused masters based on cumulative international experience, or who have graduated from a Foreign War College also fully meet Department of Defense FAO graduate education

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standards and should be regarded as a fully qualified FAO in this regard. In these cases, the Officer's record will display a FA-X AQD instead of a FT-X AQD if they meet the language and in-region experience. Currently, officer summary reports do not display a CCW in the education block.

(3) Many officers will have a variety of assignments in other line and staff billets prior to their lateral transfer to FAO. Boards are encouraged to examine an officer's entire record to assess professional achievement, language, regional expertise, critical thinking, leadership, maturity, and operational and staff experience that would translate to success in a milestone assignment. The FAO community has a critical need for milestone-screened officers in all five of the geographic areas of specialty. This selection should only be attained if there is sufficient number of officer(s) determined best qualified among the fully qualified officers who possess those qualifications.

(4) It is expected that a CDR eligible for major milestone screening will have completed multiple FAO community tours increasing in complexity and responsibility. The most competitive officers will be fully qualified FAOs, have distinguished themselves by outstanding performance in previous assignments with strong fitness report breakouts (to include soft breakouts) throughout their careers, and have a successful CDR Milestone tour and awarded AQD FM2 (represented by MILESTONE COMPLETED in the OSR). These tours include assignments to major staffs, community management billets, and in-country positions within the Defense Attaché Office or Security Assistance Office networks.

5. The board need not select to the numbers provided. The authorized number to select should only be attained if there are a sufficient number of candidates determined fully qualified.


R. A. BROWN

BOARD MEMBERSHIP
FY-18 FOREIGN AREA OFFICER CAPTAIN MAJOR MILESTONE AND
COMMANDER MILESTONE SCREEN BOARD

Foreign Area Officer Milestone:

RDML James T. Loeblein, USN, 1110 (President)
CAPT Timothy J. Maricle, USN, 1710
CAPT Jacqueline R. Finch, USN, 1710
CAPT Michael L. Baker, USN, 1710
CAPT Tony S. W. Park, USN, 1710

ADMINISTRATIVE SUPPORT STAFF
FY-18 FOREIGN AREA OFFICER CAPTAIN MAJOR MILESTONE AND
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1. Foreign Area Officer Milestone: CDR Jennifer B. Jones, USN; will act as a recorder with the following personnel acting as assistant recorders:

CDR Robert A. Hochstedler

CDR James A. Hilton

The recorder or an assistant recorder will be present during all deliberations.

2. The following person is designated to serve as the board sponsor:

CAPT Heidi K. Berg

3. The following personnel are designated to serve as administrative support staff to the board:

RDML Richard A. Brown
CAPT Bradley J. Cordts
CAPT Christopher Engdahl
CAPT Mark C. Holley
CAPT Douglas P. Howell
CAPT John F. Meier
CAPT Jeri L. O'Neill
CAPT Martin L. Pompeo
CAPT Henry P. Roux, Jr.
CAPT Elisabeth S. Stephens
CDR Howard M. Bryant
CDR Paul J. Dee
CDR Steven J. Skretkowicz
LCDR Price W. Balderson
LCDR David R. Flowers
LCDR Andrew J. Greenlees
LCDR Johnny W. Kelley
LCDR Stephen P. Milloway
LCDR Christopher C. Muller
LCDR Michael S. Newman
LCDR Timothy D. O'Brien
LCDR Eric A. Polonsky
LCDR Jeremy S. Yarbrough
LT Robert R. Allen
LT Corey A. Bell
LT Beau J. Blanchard
LT Ivan C. Cole

LT Simon S. Davies
LT Claire Born
LT Erin T. Janofski
LT Tramayne L. Jenkins
LT Jason C. Jensen
LT Kevin M. Loughman
LT Christopher R. McHenry
LT Vincent N. Perry
LT Edward R. Polk
LT Van E. Stewart
LT Holly R. Taylor
LT Donald J. Todorowski
CW05 Elizabeth Rivera
MCPO C. E. Christiansen
MCPO Leo S. Godet
MCPO Amy M. Kelly
SCPO Robert A. Tunstall
CPO Raymond E. Boyd
CPO Dana A. Brown
CPO Byron J. Capps
CPO Patrick R. Harris
CPO Gavin A. Irby
CPO Michael M. Riles
PO1 Christopher Church
PO1 Sharleen L. Ciesielska
PO1 Carolyn Hester
PO1 Benjamin J. Ryser

ADMINISTRATIVE SUPPORT STAFF
FY-18 FOREIGN AREA OFFICER CAPTAIN MAJOR MILESTONE AND
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PO1 Joseph F. Scarlata	Mr. John Frantz
PO2 Santos A. Cedeno	Mr. Christopher Garner
PO2 Courtney E. Countiss	Mr. Dennis Garza
PO2 Lauren M. Hauck	Mr. Cornell D. Gaulmon
PO2 Frank L. Holland	Mr. Bryan Gillentine
PO2 Aliscia L. Law	Mr. William H. Green
PO2 Kari K. Lueth	Mr. Keith Grover
PO2 John T. Myrick	Mr. Richard M. Hammer
PO2 Latoya A. Roberts	Mr. Jim Hammerich
PO2 Alexis P. Williams	Mr. Dave Hard
Mr. Rodger Abernathy	Ms. Dorothy C. Harris
Ms. Jacqueline S. Anderson	Mr. Max H. Hodge
Mr. Steve A. Armstrong	Mr. David L. Howard
Ms. Tracey Armstrong	Ms. Rosalind Hudson-Phillips
Mr. Daryl L. Ballard	Mr. Juan J. Jimenez
Ms. Alison Barnes	Mr. Carl E. Johnson
Mr. Julion A. Bend	Mr. Douglas E. Johnson
Ms. Wendy Beyer	Mr. John Johnson
Mr. Robert C. Black	Ms. Lorraine A. Johnson
Ms. Patricia O. Boothe	Ms. Patricia A. Johnson
Mr. Brian D. Bourne	Ms. Crystal Jones
Mr. James W. Bowman	Ms. Melissa D. Jones
Mr. Doug Burgess	Mr. Steven P. Jones
Ms. B. J. Callis	Mr. Charles M. Kellum
Mr. Clarence Carver	Ms. Shu J. King
Ms. Lakiesha D. Chalmers	Mr. Alex Kraus
Ms. Janice Chambers	Ms. Karen M. Kumnick
Mr. James C. Clemmons	Mr. David B. Lanham
Ms. Linda M. Coffield	Ms. Sonia Lewis
Mr. Joel Cook	Mr. Thomas R. Lewis
Ms. Sonya Y. Cox	Ms. Diane L. H. Lofink
Mr. John R. Crotts	Mr. Victor A. Loy
Mr. James Cutter	Ms. Nancy P. Lubian
Ms. Karen Dapsis	Ms. Oberia A. Malone
Mr. Bennie Davis	Mr. Donald P. Marshall
Mr. Paul W. Davis	Mr. Paul D. Martin
Mr. Jay C. Delfoe	Mr. Paul L. Martin
Mr. Richard T. DeRousse	Mr. Richard P. Mason
Mr. Bernard D. Dunn	Mr. Anthony L. Matthews
Mr. Charles D. Eaton	Ms. Karon D. Matthews
Mr. Jeremy L. Fisher	Ms. Lynda C. McKinney
Mr. John Fleenor	Mr. Jerrico S. Melton
Mr. Mike Foldes	Mr. Christopher J. Meunier

ADMINISTRATIVE SUPPORT STAFF
FY-18 FOREIGN AREA OFFICER CAPTAIN MAJOR MILESTONE AND
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Mr. Pratap Muratee	Mr. Wiley P. Winter
Mr. Corey A. Nichols	Mr. Darrence A. Wolfe
Mr. Tommy D. Owens	Ms. Mindee M. Wolven
Ms. Keisha R. Parker	Ms. Rebecca Yong
Mr. Drew R. Parmley	Mr. Alan D. Young
Mr. Chuck Pennington	Mr. Christopher J. Zaller
Mr. Richard S. Perry	
Mr. James A. Price	
Mr. Stephen R. Ranne	
Ms. Amy C. Ray	
Mr. Dondi Reed	
Mr. Stanley Robinson	
Mr. Jay A. Rublaitus	
Mr. Tony V. Sanders	
Ms. Cheryl L. Scott	
Ms. Edna M. Shannon	
Mr. Antoine Sharp	
Mr. Michael P. Simrell	
Ms. Angie L. Smith	
Mr. Thor Smith	
Ms. Ruby D. Snowden	
Mr. Lee K. Staley	
Mr. William A. Stephens	
Ms. Lynnette Stinnett	
Mr. Tim Suich	
Ms. Jennifer M. Summers	
Mr. Jim C. Tanner	
Mr. Horace Taylor	
Mr. Robert J. Thompson	
Mr. David C. Tidwell	
Ms. Martha Uselton	
Mr. Carl R. Waelde	
Mr. Shawn Walther	
Ms. Davida L. Ward	
Mr. Timmy W. West	
Ms. Jessica Whitfield	
Mr. Christopher A. Wiley	
Mr. Bob T. Wilkinson	
Mr. Ed Willard	
Ms. Sharlene Williams	
Mr. Charles E. Wilson	
Ms. Deborah A. Wilson	
Mr. Jason T. Winfield	